

RESOLUTION NO. RS 1772

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2019.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a Civil Service Commission has, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2019, with such assignments being equitably related to each other; and,

WHEREAS, the Board of Health's Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Board of Health has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2018-1248, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2018; and,

WHEREAS, the pay plan that was adopted pursuant to RS2018-1248 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Board of Health's Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2018-1248 should be modified by applying a cost of living increase as of July 1, 2019; and,

WHEREAS, the Board of Health's Civil Service Commission recommends that the pay scales be increased by 3.0 % as of July 1, 2019; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Board of Health, sitting as a Civil Service Commission, has created the new employment classification of Bureau Director 2, necessitating the need to amend the pay plan adopted pursuant to RS2018-1248 by adding this classification and reinserting the classifications of Research Analyst 1 & 2 into the pay plan; and,

WHEREAS, the Board of Health, sitting as a Civil Service Commission, determined the need to make changes to their Custodial classification series; and,

WHEREAS, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, the recommendations of the Board of Health's Civil Service Commission were forwarded to the Director of Finance for her consideration; and,

WHEREAS, the Director of Finance has approved the recommendations of the Board of Health's Civil Service Commission and forwarded the same with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor has approved the plan presented to him by the Director of Finance and recommends its adoption by the Metropolitan County Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The pay plan adopted pursuant to RS2018-1248 and which went into effect on July 1, 2018, for employees of the Metropolitan Board of Health, from and after July 1, 2019 shall be as provided in Exhibit "A". Exhibit "A" reflects a salary increase in the amount of 3.0 % and the continuation of step increment adjustments. Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2018-1248 and which went into effect on July 1, 2018, from and after July 1, 2019 shall be as provided in Exhibit "A" and include the positions of:

- Bureau Director 1 – Class #10386 – Grade OR12
- Bureau Director 2 – Class # 11049 - Grade HD03
- Research Analyst 1 – Class # 7390 – Grade ST10
- Research Analyst 2 – Class #7391 – Grade OR5
- Custodian – Class #10832 – Grade ST05 (The positions of Custodian 1 – Health and Custodian 2 – Health are deleted from the pay plan.)

Section 3: Additional funding shall be provided to the Metropolitan Department of Health in the amount of 2 % of that department's total annual open range salary budget so that employees in Open Range pay classifications will have the opportunity to receive merit based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A". Eligibility for Open Range salary increases for FY20 will become effective as of July 1, 2019.

Section 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2018-1248 is hereby repealed.

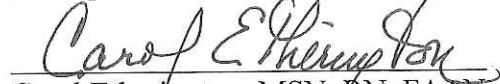
Section 5: This Resolution shall take effect on July 1, 2019, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.



RECOMMENDED BY:



Les Bowron, Director of Personnel  
Metropolitan Health Department

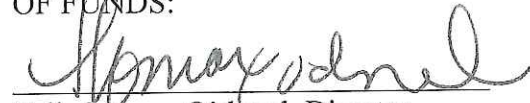


Carol Etherington, MSN, RN, FAAN  
Chair, Metropolitan Board of Health

INTRODUCED BY:

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APPROVED AS TO AVAILABILITY  
OF FUNDS:



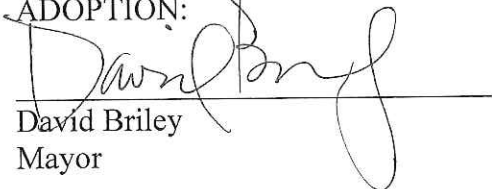
Talia Lomax O'dneal, Director  
Metropolitan Department of Finance

APPROVED AS TO FORM  
AND LEGALITY:



Metropolitan Attorney

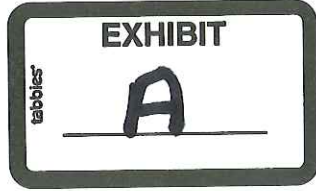
APPROVED AND RECOMMENDED TO THE  
METROPOLITAN COUNTY COUNCIL FOR  
ADOPTION:



David Briley  
Mayor

## EXPLANATION OF PAY TYPES

Trades & Labor Schedule (TLS):	<p>A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.</p> <p>The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.</p>	Open Range (OR):	Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.
Standard Range Schedule (ST):	<p>A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.</p>	Bonus Plans:	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of a two-step increase from the employee's current pay.
Police & Fire Schedule (PF):	<p>The PF schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.</p>		
Special Pay Types:	<p>Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET), and Park Police (PK)</p>		



## EXPLANATION OF PAY CALCULATIONS

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.	ST/PF/CO/ET/PK	When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step", moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.
	TLS	When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.
	Open Range	Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.
	Reclassifications	Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.
	Living Wage	New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.



**FISCAL YEAR 2020 HEALTH STANDARD RANGE PAY TABLE**

**EFFECTIVE 7/1/2019**

GRADE	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP*
ST01	22,105.37	22,842.18	23,579.00	24,315.84	25,052.67	25,789.49	26,526.31	27,263.13	27,999.96	28,736.78	736.81
ST02	24,106.17	24,909.68	25,713.20	26,516.73	27,320.26	28,123.75	28,927.27	29,730.80	30,534.30	31,337.83	803.51
ST03	26,288.09	27,164.32	28,040.57	28,916.83	29,793.07	30,669.31	31,545.55	32,421.80	33,298.05	34,174.30	876.23
ST04	28,667.50	29,623.04	30,578.60	31,534.17	32,489.72	33,445.26	34,400.82	35,356.39	36,311.94	37,267.50	955.55
ST05	31,262.25	32,304.29	33,346.34	34,388.40	35,430.44	36,472.49	37,514.53	38,556.59	39,598.63	40,640.68	1,042.04
ST06	34,091.88	35,228.24	36,364.60	37,500.99	38,637.35	39,773.70	40,910.07	42,046.44	43,182.80	44,319.16	1,136.36
ST07	37,177.61	38,416.84	39,656.06	40,895.28	42,134.51	43,373.71	44,612.95	45,852.18	47,091.38	48,330.61	1,239.22
ST08	40,542.65	41,894.06	43,245.43	44,596.83	45,948.21	47,299.59	48,650.98	50,002.36	51,353.75	52,705.13	1,351.40
ST09	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62	1,473.70
ST10	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06	1,627.58
ST11	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80	1,792.12

Move to next step after			Move to next step after		
1 year	1 year	1 year	2 years	2 years	2 years

\* Note: steps may vary slightly due to rounding

# **FISCAL YEAR 2020 HEALTH OPEN RANGE PAY TABLE**

**EFFECTIVE 7/1/2019**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
OR01	40,542.65	46,623.90	52,705.13
OR02	44,212.28	50,843.94	57,475.62
OR03	48,835.80	56,159.94	63,484.06
OR04	53,777.73	61,842.27	69,906.80
OR05	59,085.44	67,949.55	76,813.67
OR06	64,950.06	76,316.32	87,682.58
OR07	70,814.69	85,123.82	99,432.95
OR08	76,702.93	93,961.09	111,219.26
OR09	82,591.18	103,238.96	123,886.75
OR10	90,094.28	114,870.20	139,646.14
OR11	97,597.40	126,876.62	156,155.84
OR12	106,197.60	140,711.81	175,226.03
OR13	114,797.80	154,977.01	195,156.24

**Open Range**

FISCAL YEAR 2020 HEALTH HD PAY TABLE

EFFECTIVE 7/1/2019

Grade	Minimum	Midpoint	Maximum
HD01	125,129.60	165,796.71	206,463.83
HD02	131,386.07	174,086.55	216,787.03
HD03	136,391.26	180,718.41	225,045.58
HD04	143,210.83	189,754.34	236,297.85

Open Range